



PRODUCT VIEWPOINT SAPLING

OCTOBER 2021

WHAT IS SAPLING?

Sapling is the onboarding and HR platform purchased by Kallidus, the award-winning UK HR software business, in January 2021. The application is designed to provide the best onboarding experience for new employees - automating tasks and workflows to reduce manual administration.

Sapling provides the end-to-end onboarding experience - in that it covers preboard (before a new hire has officially started their employment), onboarding, and offboarding (leaving the business). As part of the Kallidus suite, Sapling builds a full employee lifecycle, from recruitment through onboarding to learning and talent management. Sapling is to be fully integrated into the wider Kallidus suite of products to ensure a seamless process for new employees and a single source of truth for employee data from day one within their new company.

HOW DOES IT HELP ME?

Onboarding a new employee in a fast, efficient, and professional manner is critical, although often overlooked. New hires are expensive and usually the process to bring them in has taken a number of months with various interviews, approvals, and notice periods to be observed. Making your new employee feel welcomed, demonstrating your competence, and getting them productive quickly, are all imperative to the success of your people.

Without onboarding technology, recruiting teams and hiring managers work through manual processes and onboarding tick sheets, which is neither efficient nor secure. Coordinating disparate functions (HR, IT, Facilities) through manual communications and paper/email chains is prone to duplication, error, and frustration.

Sapling takes away the pain of the onboarding process and sets new hires up for success from day one. Starting with preboarding, the application introduces new hires to the company, the culture, and the team before they have even started. It gives them the ability to update their personal profile and complete any documentation ahead of time. It also brings the auto-assignment of tasks and workflows - creating an efficient process without the need for manual checklists and the risk of data duplication. Sapling supports e-signatures, meaning documents can be created, sent, and tracked within the platform - something that is particularly important in the modern, largely dispersed, post-Covid workforce.

TECHNOLOGY CAPABILITIES

- Onboarding pipeline dashboard.
- E-signature support.
- The platform covers preboarding, onboarding and offboarding.
- Ability to integrate with key IT platforms (e.g. Okta, Active Directory and more).
- Full document support and storage.
- Auto-assignment for tasks and workflows.
- Bulk onboarding capability.
- Integration to other elements of the Kallidus suite.

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WHO ARE KALLIDUS?

Kallidus is a long-standing leader in the HR technology arena. They help organizations ensure that they have the right people in the right roles with the right skills, knowledge, and competence to drive success.

With over 1,000 customers and with over 20 years in the market, they work with businesses like Transport for London, Astra Zeneca, and McDonalds. Kallidus are perhaps best known for their learning, recruitment, and talent capabilities.

WHAT VIEWPOINT ANALYSIS LIKE ABOUT SAPLING

- This is a very timely opportunity for Kallidus to move into the Onboarding space. The global workforce is on the move and attrition rates are on the up - leading to the need for more new hires. It is critical that HR teams are supported by technology that helps them process those new employees efficiently.
- We like that employees can be 'preboarded' - getting to know the company, the culture, and the new team that they will be working with ahead of walking through the door (or virtual door) on day one.
- The ability to mass-onboard is an important feature for employee-heavy businesses - particularly in hospitality, leisure, and retail industries. HR and Recruiting teams need a sophisticated automated process to be able to manage higher volume onboarding.
- Integration to the wider Kallidus technology is an obvious advantage of the coming together between Sapling and Kallidus. Their recruitment, performance, and learning capabilities are natural extensions pre and post the onboarding element of the hiring process.

ABOUT VIEWPOINT ANALYSIS

Viewpoint Analysis helps end-user businesses to find and procure the BEST enterprise technology to meet their needs. A core part of our service is Vendor Content and Awareness. We research IT vendors and produce content (reports, commentary and analysis) to help create awareness in the marketplace and to help end-users to understand what they do and how they differentiate themselves. Our Guidance Services then use our vendor knowledge to introduce the right vendors to meet a customer's need; run fast and efficient selection processes; and pre-purchase reports to reduce procurement risk.

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